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9 December 1952

MEMORANDUM FOR: Mr. [REDACTED] 25X1A9a

In advocating the adoption of the Black Duck Plan, the Chief, FI is primarily interested in the adoption of 2 proposals: (a) freedom of transfer without reference to grade where operational necessity requires, and (b) the right to promote in unusual cases where classification of incumbent's position does not accommodate promotion.

Example of (a): The Chief, FI wishes to send one of his senior staff chiefs, grade GS-15, to an EE field station to meet an operational situation which particularly requires the experience and know-how of the staff chief. The grade of the field station chief position is GS-14, so that the GS-15 is blocked from transfer simply because of position classification.

Example of (b): A chief of station in the NE area occupies a GS-13 position. Because of the incumbent's language qualifications and knowledge of the local situation, the Chief, FI wants to keep him at his present post for an indefinite length of time. He cannot promote him because the man is already a GS-13 and his position grade cannot accommodate the action.

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[REDACTED]Chief, Administration
Foreign Intelligence

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